EXHIBIT G

Employee Number	Employee Name (Last Suffix, First MI)	Job Code	Org Level 2 Code	Period Control Date	Gross - Tips	Reg hrs worked	Avg Pay Kate	MILL Wage Rate	valialice
000003681	Taylor, Essence C.	212	1815	12/19/2008	195.89	24.15	8.11	7.15	-0.96
000003681	Taylor, Essence C.	212	1815	12/26/2008	187.22	24.56	7.62	7.15	-0.47
000003681	Taylor, Essence C.	212	1815	01/02/2009	114.67	12.96	8.85	7.15	-1.70
000003681	Taylor, Essence C.	212	1815	01/09/2009	129.55	17.95	7.22	7.15	C _{20.0-}
000003681	Taylor, Essence C.	212	1815	01/16/2009	141.59	15.43	9.18	7.15	as 7-0.5
000003681	Taylor, Essence C.	212	1815	01/23/2009	163.57	18.19	8.99	7.15	e ^{48.1-}
000003681	Taylor, Essence C.	212	1815	01/30/2009	126.06	15.26	8.26	7.15	
000003681	Taylor, Essence C.	212	1815	02/06/2009	193.16	24.21	7.98	7.15	4 -0.83
000003681	Taylor, Essence C.	212	1815	02/13/2009	221.73	24.50	9.05	7.15	 CA
000003681	Taylor, Essence C.	212	1815	02/20/2009	165.73	18.79	8.82	7.15	-1.67
000003681	Taylor, Essence C.	212	1815	02/27/2009	117.13	14.77	7.93	7.15	-0.7% OD
000003681	Taylor, Essence C.	212	1815	03/06/2009	209.65	22.86	9.17	7.15	98
000003681	Taylor, Essence C.	212	1815	03/13/2009	225.06	24.67	9.12	7.15	-1.97
000003681	Taylor, Essence C.	212	1815	03/20/2009	130.74	14.67	8.91	7.15	.1.7 /
000003681	Taylor, Essence C.	212	1815	03/27/2009	252.67	27.33	9.25	7.15	-2.10
000003681	Taylor, Essence C.	212	1815	04/03/2009	269.21	28.62	9.41	7.15	-2.2d
000003681	Taylor, Essence C.	212	1815	04/10/2009	226.64	23.97	9.46	7.15	-2.3/0
000003681	Taylor, Essence C.	212	1815	04/17/2009	220.64	25.82	8.55	7.15	-1.4m
000003681	Taylor, Essence C.	212	1815	04/24/2009	206.03	20.61	10.00	7.15	1 e r -5.8 2 1
000003681	Taylor, Essence C.	212	1815	05/01/2009	82.69	9.17	7.61	7.15	.0-46 J T ,
000003681	Taylor, Essence C.	212	1815	05/08/2009	182.97	22.50	8.13	7.15	48 . 6.0
000003681	Taylor, Essence C.	212	1815	05/15/2009	185.47	21.00	8.83	7.15	-1.68 -1.68
000003681	Taylor, Essence C.	212	1815	05/22/2009	128.08	16.28	7.87	7.15	-0.72
000003681	Taylor, Essence C.	212	1815	05/29/2009	172.01	20.65	8.33	7.15	-1.18
000003681	Taylor, Essence C.	212	1815	06/02/2009	122.55	15.90	7.71	7.15	1 e c
000003681	Taylor, Essence C.	212	1815	06/12/2009	58.52	7.65	7.65	7.15	0 <u>.</u> 201
000003681	Taylor, Essence C.	212	1815	06/19/2009	63.55	7.65	8.31	7.15	-1.16
000003681	Taylor, Essence C.	212	1815	06/26/2009	98.80	13.00	7.60	7.15	14 ,
000003681	Taylor, Essence C.	212	1815	07/03/2009	284.89	35.24	8.08	7.15	156.0-
000003681	Taylor, Essence C.	212	1815	07/10/2009	401.24	38.20	10.50	7.15	-3.35
000003681	Taylor, Essence C.	212	1815	07/17/2009	246.59	31.64	7.79	7.15	-0.64 D
000003681	Taylor, Essence C.	212	1815	07/24/2009	201.25	21.42	9.40	7.25	-5-1 g
000003681	Taylor, Essence C.	212	1815	07/31/2009	253.63	28.11	9.05	7.25	-1.77
000003681	Taylor, Essence C.	212	1815	08/07/2009	339.13	32.02	10.59	7.25	-3.34
000003681	Taylor, Essence C.	212	1815	08/14/2009	192.54	21.83	8.82	7.25	f_1 -1.27
000003681	Taylor, Essence C.	212	1815	08/21/2009	300.88	34.95	8.61	7.25	5 9E-1-
000003681	Taylor, Essence C.	212	1815	08/28/2009	285.79	33.56	8.52	7.25	-1.27
000003681	Taylor, Essence C.	212	1815	09/04/2009	338.54	39.29	8.62	7.25	-1.37
000003681	Taylor. Essence C.	212	1815	09/11/2009	338 61	40.70	8 32	7 7 5	4 0 4

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000003681	Taylor, Essence C.	212	1815	08/06/2010	36.11	4.35		7.25	-1.05
000003681	Taylor, Essence C.	212	1815	08/13/2010	66.37	7.05	9.41	7.25	-2.16
000003681	Taylor, Essence C.	212	1815	08/20/2010	36.97	4.87	7.59	7.25	-0.34
000003681	Taylor, Essence C.	212	1815	09/17/2010	81.16	11.13	7.29	7.25	-0.04
000003681	Taylor, Essence C.	212	1815	09/24/2010	20.90	3.80	5.50	7.25	1.75
000003681	Taylor, Essence C.	212	1815	10/01/2010	92.70	13.10	7.08	7.25	o. 1. 9.
000003681	Taylor, Essence C.	212	1815	10/08/2010	97.45	11.98	8.13	7.25	e 88.0-
000003681	Taylor, Essence C.	212	1815	10/15/2010	26.20	3.47	7.55	7.25	6:1 0:0
000003681	Taylor, Essence C.	212	1815	10/22/2010	75.19	9.70	7.75	7.25	4 -0-20-
000003681	Taylor, Essence C.	212	1815	10/29/2010	131.15	16.30	8.05	7.25	C √
000003681	Taylor, Essence C.	212	1815	11/05/2010	48.47	5.97	8.12	7.25	-0.87
000003681	Taylor, Essence C.	212	1815	11/12/2010	80.87	10.60	7.63	7.25	66 [©]
000003681	Taylor, Essence C.	212	1815	11/19/2010	87.82	11.22	7.83	7.25	98
000003681	Taylor, Essence C.	212	1815	11/26/2010	78.91	10.30	7.66	7.25	- 1 7-
000003681	Taylor, Essence C.	212	1815	12/03/2010	85.20	11.00	7.75	7.25	1 0.50
000003681	Taylor, Essence C.	212	1815	12/10/2010	212.79	24.90	8.55	7.25	-1.30
000003681	Taylor, Essence C.	212	1815	12/17/2010	92.08	10.22	9.01	7.25	-1.76 D0
000003681	Taylor, Essence C.	212	1815	12/24/2010	123.15	15.00	8.21	7.25	0.00 -0.300
000003681	Taylor, Essence C.	212	1815	12/31/2010	230.79	28.29	8.16	7.25	un 6.0
000003681	Taylor, Essence C.	212	1815	01/07/2011	227.12	30.05	7.56	7.25	1 e r
000003681	Taylor, Essence C.	212	1815	01/14/2011	172.04	20.90	8.23	7.25	η . 4
000003681	Taylor, Essence C.	212	1815	01/21/2011	68.87	8.60	8.01	7.25	48 .0-
000003681	Taylor, Essence C.	212	1815	01/28/2011	261.61	29.16	76.8	7.25	1.73
000003681	Taylor, Essence C.	212	1815	02/04/2011	204.03	24.70	8.26	7.25	-1.01
000003681	Taylor, Essence C.	212	1815	02/11/2011	268.17	31.02	8.65	7.25	-1.40
000003681	Taylor, Essence C.	212	1815	02/18/2011	239.06	31.54	7.58	7.25	lec
000003681	Taylor, Essence C.	212	1815	02/25/2011	281.11	31.83			1.58 1.0
000003681	Taylor, Essence C.	212	1815	03/04/2011	346.17	40.00	8.65	7.25	-1.4 7/
000003681	Taylor, Essence C.	212	1815	03/11/2011	141.17	17.57	8.03	7.25	14 /
000003681	Taylor, Essence C.	212	1815	03/18/2011	95.33	10.75	8.87	7.25	1.63
000003681	Taylor, Essence C.	212	1815	03/25/2011	255.53	31.22	8.18	7.25	-0.93
000003681	Taylor, Essence C.	212	1815	04/01/2011	170.64	19.77		7.25	-1.38 D
000003681	Taylor, Essence C.	212	1815	04/08/2011	250.32	31.61	7.92	7.25	ige
000003681	Taylor, Essence C.	212	1815	04/15/2011	118.88	13.87	8.57	7.25	-1.32 <mark>-</mark>
000003681	Taylor, Essence C.	212	1815	04/22/2011	142.20	19.31	7.36	7.25	0.17
000003681	Taylor, Essence C.	212	1815	04/29/2011	171.20	19.87	8.62	7.25	f_1
000003681	Taylor, Essence C.	212	1815	05/06/2011	157.66	17.75	8.88	7.25	5 .1.63
000003681	Taylor, Essence C.	212	1815	05/13/2011	145.73	18.22		7.25	-0.75
000003681	Taylor, Essence C.	212	1815	05/20/2011	237.19	29.44		7.25	-0.81
000003681	Taylor, Essence C.	212	1815	05/27/2011	108.31	13.68	7.92	7.25	-0.67

000003681	Taylor, Essence C.	212	1815	06/03/2011	186.68	24.28	7.69	7.25	-0.44
000003681	Taylor, Essence C.	212	1815	06/10/2011	140.01	21.30	6.57	7.25	0.68
000003681	Taylor, Essence C.	212	1815	06/17/2011	143.40	18.91	7.58	7.25	-0.33
000003681	Taylor, Essence C.	212	1815	06/24/2011	259.05	32.00	8.10	7.25	-0.85
000003681	Taylor, Essence C.	212	1815	07/01/2011	172.96	23.73	7.29	7.25	C _{70.0} -
000003681	Taylor, Essence C.	212	1815	07/08/2011	196.11	29.10	6.74	7.25	as 0.5
000003681	Taylor, Essence C.	212	1815	07/15/2011	117.80	13.46	8.75	7.25	e 02-1-
000003681	Taylor, Essence C.	212	1815	07/22/2011	187.36	22.05	8.50	7.25	1:52
000003681	Taylor, Essence C.	212	1815	07/29/2011	240.01	27.43	8.75	7.25	4 -1.50 -
000003681	Taylor, Essence C.	212	1815	08/05/2011	322.93	34.88	9.26	7.25	-2.0 . 2
000003681	Taylor, Essence C.	212	1815	08/12/2011	310.41	34.37	9.03	7.25	- <u>7</u>
000003681	Taylor, Essence C.	212	1815	08/19/2011	311.13	34.98	8.89	7.25	- 66
000003681	Taylor, Essence C.	212	1815	08/26/2011	277.69	32.93	8.43	7.25	, 9 8
000003681	Taylor, Essence C.	212	1815	09/02/2011	308.12	34.09	9.04	7.25	-1.79 - 1.
000003681	Taylor, Essence C.	212	1815	09/09/2011	230.80	26.97	8.56	7.25	 VV
000003681	Taylor, Essence C.	212	1815	09/16/2011	176.28	19.63	8.98	7.25	-1.73
000003681	Taylor, Essence C.	212	1815	09/23/2011	257.53	28.35	9.08	7.25	-1.83 D
000003681	Taylor, Essence C.	212	1815	09/30/2011	233.36	27.42	8.51	7.25	 500 130
000003681	Taylor, Essence C.	212	1815	10/07/2011	228.27	27.32	8.36	7.25	÷ un
000003681	Taylor, Essence C.	212	1815	10/14/2011	179.66	20.50	8.76	7.25	-51.5 J ē l
000003681	Taylor, Essence C.	212	1815	10/21/2011	241.94	27.18	8.90	7.25	1.651-
000003681	Taylor, Essence C.	212	1815	10/28/2011	241.67	26.88	8.99	7.25	18 -
000003681	Taylor, Essence C.	212	1815	11/04/2011	251.53	27.23	9.24	7.25	1 .
000003681	Taylor, Essence C.	212	1815	11/10/2011	199.94	20.43	9.79	7.25	-2.54
000003681	Taylor, Essence C.	212	1815	11/18/2011	274.90	28.03	9.81	7.25	-2.56TI
000003681	Taylor, Essence C.	212	1815	11/25/2011	260.67	26.78	9.73	7.25	-2.48 0
000003681	Taylor, Essence C.	212	1815	12/02/2011	255.06	27.38	9.32	7.25	-5.07
000003681	Taylor, Essence C.	212	1815	12/09/2011	273.74	27.35	10.01	7.25	7.767
000003681	Taylor, Essence C.	212	1815	12/16/2011	288.98	27.18	10.63	7.25	<u>14</u> / 8:5-
000003681	Taylor, Essence C.	212	1815	12/23/2011	287.91	29.03	9.92	7.25	1 5.7-
000003681	Taylor, Essence C.	212	1815	12/30/2011	315.70	28.67	11.01	7.25	-3.76
000003681	Taylor, Essence C.	212	1815	01/06/2012	275.07	26.20	10.50	7.25	-3.25 G
000003681	Taylor, Essence C.	212	1815	01/13/2012	205.66	20.28	10.14	7.25	. 585
000003681	Taylor, Essence C.	212	1815	01/20/2012	144.73	13.47	10.74	7.25	-3.49 -2.49
000003681	Taylor, Essence C.	212	1815	01/27/2012	181.83	19.64	9.26	7.25	-2.01
000003681	Taylor, Essence C.	212	1815	02/03/2012	281.76	28.17	10.00	7.25	-5.75 T
000003681	Taylor, Essence C.	212	1815	02/10/2012	255.90	27.20	9.41	7.25	5 .16
000003681	Taylor, Essence C.	212	1815	02/17/2012	231.27	20.80	11.12	7.25	-3.87
000003681	Taylor, Essence C.	212	1815	02/24/2012	201.82	20.43	9.88	7.25	-2.63
000003681	Taylor, Essence C.	212	1815	03/02/2012	128.76	13.25	9.72	7.25	-2.47

000003681	Taylor, Essence C.	212	1815	03/09/2012	187.72	18.08	10.38	7.25	-3.13
000003681	Taylor, Essence C.	212	1815	03/16/2012	253.51	27.70	9.15	7.25	-1.90
000003681	Taylor, Essence C.	212	1815	03/23/2012	150.66	12.82	11.75	7.25	-4.50
000003681	Taylor, Essence C.	212	1815	03/30/2012	287.14	26.60	10.79	7.25	-3.54
000003681	Taylor, Essence C.	212	1815	04/06/2012	251.24	24.75	10.15	7.25	-5.90)
000003681	Taylor, Essence C.	212	1815	04/13/2012	142.32	13.90	10.24	7.25	as
000003681	Taylor, Essence C.	212	1815	04/20/2012	249.16	20.20	12.33	7.25	e 80'9-
000003681	Taylor, Essence C.	212	1815	04/27/2012	272.85	28.00	9.74	7.25	5.49 6:1
000003681	Taylor, Essence C.	212	1815	05/04/2012	218.17	22.60	9.62	7.25	4 0+7-
000003681	Taylor, Essence C.	212	1815	05/11/2012	151.22	12.53	12.07	7.25	-6.8.4 CΛ
000003681	Taylor, Essence C.	212	1815	05/18/2012	141.96	13.05	10.88	7.25	-3.63 -
000003681	Taylor, Essence C.	212	1815	05/25/2012	211.96	24.56	8.63	7.25	 66
000003681	Taylor, Essence C.	212	1815	06/01/2012	173.49	19.79	8.77	7.25	-1.52 9.6
000003681	Taylor, Essence C.	212	1815	06/08/2012	22.98	11.09	7.82	7.25	-0.57 -
000003681	Taylor, Essence C.	212	1815	06/15/2012	164.21	19.75	8.31	7.25	M
000003681	Taylor, Essence C.	212	1815	06/22/2012	128.18	18.30	7.00	7.25	0.25
000003681	Taylor, Essence C.	212	1815	06/29/2012	175.97	20.63	8.53	7.25	-1.28
000003681	Taylor, Essence C.	212	1815	07/06/2012	254.70	23.11	11.02	7.25	-3.70 -3.70
000003681	Taylor, Essence C.	212	1815	07/13/2012	289.66	33.42	8.67	7.25	-1.4 πΩ
000003681	Taylor, Essence C.	212	1815	07/20/2012	270.76	31.74	8.53	7.25	-1.2 81
000003681	Taylor, Essence C.	212	1815	07/27/2012	278.34	31.70	8.78	7.25	1.53 1
000003681	Taylor, Essence C.	212	1815	08/03/2012	232.66	25.68	90.6	7.25	4 8 -
000003681	Taylor, Essence C.	212	1815	08/10/2012	166.42	20.80	8.00	7.25	1 62.0-
000003681	Taylor, Essence C.	212	1815	08/17/2012	88.69	10.15	8.74	7.25	1 .49
000003681	Taylor, Essence C.	212	1815	08/31/2012	40.66	5.90	6.89	7.25	0.36
000003681	Taylor, Essence C.	212	1815	10/12/2012	19.40	2.84	6.83	7.25	0.450 6 60
000003681	Taylor, Essence C.	212	1815	11/02/2012	64.48	10.28	6.27	7.25	0.9 1.0
000003681	Taylor, Essence C.	212	1815	01/11/2013	40.78	5.68	7.18	7.25	7/:
000003681	Taylor, Essence C.	212	1815	01/18/2013	68.01	10.69	6.36	7.25	14 ,
000003681	Taylor, Essence C.	212	1815	01/25/2013	31.24	4.63	6.75	7.25	/ 1 5
000003681	Taylor, Essence C.	212	1815	02/01/2013	44.25	5.74	7.71	7.25	-0.46
000003681	Taylor, Essence C.	212	1815	02/08/2013	41.09	6.37	6.45	7.25	P 68:0
000033004	Cashman, Daniel J.	110	1812	12/20/2013	176.84	25.30	6.99	7.25	ge O
000033004	Cashman, Daniel J.	110	1812	12/27/2013	55.58	7.86	7.07	7.25	0.18 .
000033004	Cashman, Daniel J.	110	1812	01/03/2014	48.01	7.56	6.35	8	1.65
000033004	Cashman, Daniel J.	110	1812	01/10/2014	193.97	26.82	7.23	80	0.77
000033004	Cashman, Daniel J.	110	1812	01/17/2014	209.67	28.75	7.29	8	5 12.0
000033004	Cashman, Daniel J.	110	1812	01/24/2014	197.28	27.57	7.16	80	0.84
000033004	Cashman, Daniel J.	110	1812	01/31/2014	123.03	15.75	7.81	8	0.19
000033004	Cashman, Daniel J.	110	1812	02/07/2014	132.93	18.22	7.30	80	0.70

0.63	0.79	-1.09	0.46	-0.3 7	as 0.0	-0.21 9	0.74 6:1	0.15	-6.3 C Λ	- <u>1</u> -0	66 66	9 8	-4.3 4 -	-5.27	-1.04	-1.5£	-0.2 . 0	 un	0:0 e r	0.12 ر	48	-1.03 -1.03	0.69	-0.81 J	0.40 lec	1.951	0.54	14 .6.0	15.0	-0.25	Page	7 o	f 15
8	8	8	8	8	8	8	00	00	00	80	00	00	8	8	80	80	80	80	80	80	80	80	80	80	80	80	00	80	80	80	©		
7.37	7.21	60.6	7.54	8.37	7.37	8.21	7.26	7.85	8.34	6.83	6.63	8.74	12.34	13.27	9.04	9.55	8.27	9.31	8.00	8.12	7.89	9.02	7.31	8.81	7.54	6.05	7.46	7.09	7.13	8.25	8.75		
26.60	24.89	22.21	25.96	30.42	37.81	16.51	23.93	15.74	12.62	18.58	2.11	35.52	37.25	15.51	32.74	21.68	24.66	7.32	7.97	11.32	13.01	11.55	13.54	17.55	10.25	2.10	8.25	19.74	11.42	1.61	1.77		
196.06	179.36	201.85	195.75	254.63	278.49	135.52	173.67	123.61	105.25	126.83	13.99	310.45	459.76	205.82	296.07	207.14	203.82	68.17	63.76	91.92	102.69	104.14	99.03	154.57	77.26	12.70	61.53	139.87	81.48	13.28	15.49		
02/14/2014	02/21/2014	02/28/2014	03/07/2014	03/14/2014	03/21/2014	03/28/2014	04/04/2014	04/11/2014	04/18/2014	04/25/2014	05/02/2014	05/09/2014	05/16/2014	05/23/2014	05/30/2014	06/06/2014	06/13/2014	06/20/2014	06/27/2014	07/03/2014	07/11/2014	07/18/2014	07/25/2014	08/01/2014	08/15/2014	08/22/2014	11/07/2014	11/14/2014	11/21/2014	11/28/2014	12/05/2014		
1812	1812	1812	1812	1812	1812	1812	1812	1812	1812	1812	1812	1812	1812	1812	1812	1812	1812	1812	1812	1812	1812	1812	1812	1812	1812	1812	1812	1812	1812	1812	1812		
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EXHIBIT H





THE UNITED STATES DEPARTMENT OF LABOR WAGE

ADER THE FAIR LABOR STANDARDS ACT

MINIMUM WAGE FEDERAL

PER HOUR JLY 24, 200

\$7.25

OVERTIME PAY

At least 1 1/2 times your regular rate of pay for all hours worked over 40 in a workweek An employee must be at least 16 years old to work in most non-farm jobs and at least 18 to work in non-farm jobs declared

non-manufacturing, non-mining, non-hazardous jobs under the following Youths 14 and 15 years old may work hazardous by the Secretary of Labor outside school hours in various conditions

No more than

- . 3 hours on a school day or 18 hours in a school week,
- 8 hours on a non-school day or 40 hours in a non-school week.

through Labor Day, when evening hours Also, work may not begin before 7 a.m. or end after 7 p.m., except from June 1 are extended to 9 p.m. Different rules apply in agricultural employment.

TIP CREDIT

minimum wage obligation. If an employee's Employers of "tipped employees" must pay Certain other conditions must also be met. a cash wage of at least \$2.13 per hour if tips combined with the employer's cash wage of at least \$2.13 per hour do not employer must make up the difference equal the minimum hourly wage, the they claim a tip credit against their

The Department of Labor may recover back wages either administratively or through court action, for the employees that have been underpaid in violation of the law. Violations may result in civil or criminal action. ENFORCEMENT

law also prohibits each child labor violation that causes the death or serious ssessments may civil money penalty of up to \$50,000 may be assessed for discriminating against or discharging workers who file a complaint or participate in any proceeding under the Act Employers may be assessed civil money penalties of up to minimum wage or overtime pay provisions of the law and up to \$11,000 for each employee who is the subject of a violation of the Act's child labor provisions. In addition, a injury of any minor employee, and such assessments be doubled, up to \$100,000, when the violations are \$1,100 for each willful or repeated violation of the determined to be willful or repeated. The

ADDITIONAL INFORMATION

- from the minimum wage and/or overtime pay provisions Certain occupations and establishments are exempt
- and the Commonwealth of the Northern Mariana Islands Special provisions apply to workers in American Samoa
- Some state laws provide greater employee protections employers must comply with both.
- The law requires employers to display this poster where employees can readily see it.
- Employees under 20 years of age may be paid \$4.25 per hour during their first 90 consecutive calendar days of employment with an employer.
- Certain full-time students, student learners, apprentices minimum wage under special certificates issued by the and workers with disabilities may be paid less than the Department of Labor.

For additional information:



(1-866-487-9243)

U.S. Department of Labor | Wage and Hour Division

TTY: 1-877-889-5627

about the Employee Polygraph Protection Act Scan your OR phone reader to learn more

EMPLOYEE

EMPLOYEE POLYGRAPH

PROTECTION ACT DEPARTMENT OF LABOR WAGE THE UNITED STATES

The Employee Polygraph Protection Act prohibits most private employers from ite detector tests either for pre-employment screening or during the coarse of

PROHIBITIONS

Employers are generally prohibited from requiring or requesting any employee or job applicant to take a lie detector test, and from discharging, disciplining, or discriminating against an employee or prospective employee for refusing to take a test or for exercising other rights under the Act.

Federal, State and local governments are not affected by the law. Also, the law does not apply to tests given by the Federal Government to certain private individuals engaged in national security-related activities.

Document 48-11 Filed 07/14/15

you have five years or less of cumulative service in the

· you ensure that your employer rec

fou have the right to be reemployed in your civilian job is

REEMPLOYMENT RIGHTS

sector, subject to restrictions, to certain prospective employees of security service firms (armored car, alarm, and guard), and of pharmaceutical manufacturers, distributors and The Act permits polygraph (a kind of lie detector) tests to be administered in the private dispensers. The Act also permits polygraph testing, subject to restrictions, of certain employees of private firms who are reasonably suspected of involvement in a workplace incident (theft embezziement, etc.) that resulted in economic loss to the employer.

The law does not preempt any provision of any State or local law or any collective bargaining agreement which is more restrictive with respect to lie detector tests.

EXAMINEE RIGHTS

are a past or present member of the uniformed to

RIGHT TO BE FREE FROM DISCRIMINATION

would have attained in you had not been shown

comparable jub

you have not been separated tr

than honorable conditions

if you are eligible to be

you return to work or apply for

d for membership in the uniformed s

Where polygraph tests are permitted, they are subject to numerous strict standards concerning the conduct and length of the test. Examinees have a number of specific rights including the right to a written notice before testing, the right to refuse or discontinue a test, and the right not to have test results disclosed to unauthorized persons

The Secretary of Labor may bring court actions to restrain violations and assess cruz penalties up to \$10,000 against violators. Employees or job applicants may also oning them own court actions.

THE LAW REQUIRES EMPLOYERS TO DISPLAY THIS POSTER WHERE EMPLOYEES AND JOB APPLICANTS CAN READILY SEE IT.

in addition, an employer may not rerainate at USERRA rights, including testifying or makin under USERRA, even if that person has no

because of this slauts.

The rights listed here may vary dependir

address: http://www.doi.gov/vets/progr may meet this requirement by displaying



1-866-4-USWAGE For additional information (1-866-487-9243)

TTY 1-877-889-5627 WWW.WAGEHOUR.DOL.GOV

Wage and Hour Division U.S. Department of Labor







Revised July 2009

An employee must be at least 16 years old to work in most non-farm jobs and at least 18 to work in non-farm jobs declared hazardous by the Secretary of Labor.

may result in chill or criminal action.

Youths 14 and 15 years old may work outside school hours in various non-manufacturing, non-mining, non-mining, non-hazardous jobs under the following conditions:

No more than

- 3 hours on a school day or 18 hours in a school week;
- 8 hours on a non-school day or 40 hours in a non-school week.

Also, work may not begin before 7 a.m. or end after 7 p.m., except from June 1 through Labor Day, when evening hours are extended to 9 p.m. Different rules apply in agricultural employment.

TIP CREDIT

Employers of "tipped employees" must pay a cash wage of at least \$2.13 per hour if they claim a tip credit against their minimum wage obligation. If an employee's tips combined with the employer's cash wage of at least \$2.13 per hour do not equal the minimum hourly wage, the employer must make up the difference.

Employers may be assessed their money pensative of the minimum wage or overtime pay provisions of the law p to \$11,000 for each employee who is the subjection of the Act's child labor provisions. In addition of the Act's child labor provisions, in addition of the Act's child labor provisions, in addition of the Act's child labor provisions, in addition of the Act's child labor provisions to the cause be assessed thing injury of any minor employee, and such assessed injury of any minor employee, and such assessed be doubled, up to \$100,000, when the violation determined to be willful or repeated. The law a discriminating against or discharging workers complaint or participate in any proceeding up

ADDITIONAL INFORMATION

- Certain occupations and establishmen from the minimum wage and/or over
- Special provisions apply to workers and the Commonwealth of the North
- Some state laws provide greater each gr
- The law requires employers to d employees can readily see it.
- Employees under 20 years of exployers for their first 90 con of employment with an employer.

 Of employment with an employer.
- Certain full-time students, stuf
 and workers with disabilities in minimum wage under special periment of Labor.

 Department of Labor.

DS0007280

ALLY HURTS. PERIENCE IT.

State Department of Labor Worker Protection Division of Labor Standards New York

PERMITTED WORKING HOURS FOR MINORS

		and chart	UN COMMITTED ON	Se Contra	WORKING DER 18 YE	VEARS OF	S FOR	FOR MINORS
392-3644	STORIO STORIO	ADE OF MINOR (BPNS AND ROTS)	MORISTRY ON OCCUPATION	MITON	MAXIMIM DARY HOURS	MAXIMUM	M MAXIMUM DAYS	UN MINOR LOSS Than 18 years of a
WETO A LALEY	MANONS ATTENDING SCHOOL SCHOOL & P. Seesier 78 and 75	SCHOOL SCHOOL BY Session 14 and 15			3 hours on sichool days 8 hours on other days	+-	8	7 AM
		1	nemigraper carrier and street makes	-	A neurs on days preceding school days (i.e., Mon., Tues., Weds., Thurs y? 8 hours on Fil., Sat., Sun and Holidays.4	707	70	6 AM to 10 PM2
NEDAD.	Session (Nacadion) Natura 15	-	All occupations except farm work newspaper carrier and street traces		8 hours	909	9	7 AM to 9 PM
SOMO	11 and 11	No.	All consperiors areast farm work, newspaper camer and street tracks	-	Noured	484	19	6 AM to Midnight
AJOIA	ATTEMPORE SCHOOL NO SHOOT	42	All occupations except ferm work, newspaper cernier and street trades	8	ourse	188	10	6 AM to Midnight
IN NO.	FARM WORK 12 and 13	Hand harvi	Hand harvest of berries, fruits and repetables.	4 hours			-	7 AM to 7 PM June 21 to Labor Day
NO	14 and other	Any term work	HOTE,	1		1	1	to June 20
	MEWSPAPER CARRIERS	Delhers, or newspapers, permplicals to pisces.	Delivers, or sells and delivers newspapers, shapping papers or periodicals to homes or business pisces.	4 hours or 5 hours or	on school days on other days		1	5 AM to 7 PM or 30 minutes prior to Sunset, whichever is later
20 to 20	STREET TRADES SO	Salf employed solling newsp. beolipiack.	Se	4 hours on 5 hours on	4 hours on school days 5 hours on other days		1	6 AM to 7 PM
* Stude	Students 14 and 15 enroll when achool is in session. Students 16 mg 17 annote ay office 100 Students 20 mg 200 mg	lited in au ed in an	"Students 14 and 15 enrolled in an approved workstudy program may work 3 when school is in session." Students 16 mid 17 enrolled in an approved Cooperative Education Program day office of the control of the program as but as but as the session as but as the	dy progrative Educa	am may work 3 hours on a school	school day, 23	y, 23 hours on a d	I day, 23 hours in any one-week hours on a day preceding a school
-		Months worth sur-	midnight with withen parental and adule is a subject to a	of education of hotological	s content	on day pres	ceding a	on day preceding a school day and until
	175 (Electro) (26)	A 11.00	CITS OF INCIDENT ROPLEMORES UNDER	TOER 16	8 YEARS OF 405 plust	BE POST	ED IN T	ARS OF ACE WUST BE POSTED IN THE ESTABLISHMENT
- An Employer - There are no information	ment Certificate (W umercus prohibited	orking P	An Employment Certificate (Working Paper) is required for all minors unor There are numerous prohibited occupations for minors in New York State. Information.	rall min	An Employment Certificate (Working Paper) is required for all minors under 16 years of age who are employed. There are numerous prohibited occupations for minors in New York State. Contact any of the offices listed below for further information.	who are he offices	employe listed be	d. Iow for further
· Ovil penalities	Oivil penalties for violations of Child Labor Laws are:	Thild Lab	or Laws are:					
First Violation	ation		- maximum \$1,000"					
Ronned M.	Red attent		10000000000000000000000000000000000000					

- maximum \$1,000" - maximum \$2,000* - maximum \$3,000° Third or Subsequent Violation Second Violation

"If a minor is seriously injured or dies while illegally employed, the penalty is treble the maximum penalty allowable under the law for such violation.

For such violation.

In a minor is seriously injured or dies while illegally employed, the such violation.

In a concerning these iaws and other provisions of the New York State Labor Law may be addressed to the Department of or, at one of the offices of the Division of Labor Standards listed below: s concerning these laws and other provisions of the New York State Labor Law may be addressed to the Department of tone of the offices of the Division of Labor Standards listed below:

State Office Building Campus	44 Hawley Street	65 Court Street	400 Oak Street	75 Varick Street, 7th Floor	109 S. Union Street
12240	13901	14202	11630	2 Find on Find	
ANN	HAMITON (Bublishid)	ALO M	ENCITY	CODE	STEP (Subdistrict)



MINIMUM WAGE INFORMATION (INFORMACION SOBRE EL SALARIO MÍNIMO)

FEDERAL MINIMUN

DER THE FAIR LA

Effective 12/31/14 \$8.75

ime Rate

For most occupations, employees must be paid overtime after 40 hours of work in a week at 1½ times their hourly rate of pay. For residential employees, the overtime rate applies after 44 hours.

Lips

A specified allowance may be credited toward the minimum wage for tips earned

Meals and Lodging

A specific credit may be granted toward the minimum wage for meals and/or lodging provided by the employer.

Federal Law

yees covered under the federal Fair Standards Act must be paid in ance with State law and also in accordance with higher federal Employ accord Labor

A specific amount must be paid, in addition to the minimum wage, for the maintenance Other Wage Requirements requirements, where applicable

of required uniforms.

supplemental wage applies depends on the There are provisions for other supplemental orders. These may include a part-time rate, daily call-in pay and a rate for split shift or in New York State Industry wage of hours. Whether a particular provisions of the industry wage order covering the employment. wages spread

12 of 15

age d Mil

Filed 07/14/15

For additional information or to file a complaint

Division of Labor Standards at one of the Write or call the Department of Labor, offices listed below;

ATTENTION EMPLEADOS)
(ATENCIÓN EMPLEADOS)

A partir 31/12/14 \$8.75

Pago por horas extras.

En la mayoría de puestos laborales, los empleados deben recibir una paga de tiempo y medio de la tarifa regular por hora cuando las horas trabajadas exceden las 40 horas semanales. Los empleados que residen en el sitio de trabajo, deben recibir una paga de tiempo y medio de su tarifa regular por hora en exceso de 44 horas semanales.

acreditar al salario mínimo una cantidad Propinas

Se puede acreditar una cantidad específica al salario mínimo por comidas y/o alojamiento específica por las propinas ganadas. Comidas y Alojamiento

Case 6:14-cv-06698-JWF

Document 48-11

Ley Federal

provistos por el empleador

Los empleados protegidos por la Ley Federal de Normas Equitativas del Trabajo (Federal Fair Labor estipulan las leyes estatales y de acuerdo con los requisitos superiores federales, según convenga Standards Act) deben ganar salarios según lo

Se debe pagar una cantidad específica, además del salario mínimo, por el mantenimiento de Otros requisitos salariales uniformes obligatorios.

repartidas. Si un pago suplementario es pertinente o no, depende de las disposiciones regentes en el trabajo diario casual, turnos divididos o por horas suplementarios en las ordenanzas industriales del contienen una tarifa por trabajo a medio tiempo, Estado de Nueva York. Dichas disposiciones tipo de industria vinculada al trabajo en Existen otras disposiciones sobre pagos desembeño.

presentar una queja por favor escriba o llame al Departamento del Trabajo División de Normas Laborales a cualquiera de las oficinas siguiente: Si necesita más información o si quiere

DS0007277

The New York State Department of Labor is an Equal Opportunity Employer/Program. Auxiliary aids and services are (Subdistrict)

For additional Information:

(914) 997-9521

www.labor.ny.gov

Rochester, NY 14607

Buffalo, NY 14202

65 Court Street

(716) 847-7141

(585) 258-4550

109 S. Union Street

120 Bloomingdale Road White Plains, NY 10605

75 Varick Street, 7th Floor New York, NY 10013 (212) 775-3880

Binghamton, NY 13901

TELEPHONE

ADDRESS

ZIP CODE

OIL

(518) 457-2730

(607) 721-8014

(716) 847-7141

(212) 775-3880

(585) 258-4550

(516) 794-8195

(607) 721-8014

44 Hawley Street

(315) 428-4057

333 E. Washington Street Syracuse, NY 13202

Garden City, NY 11530

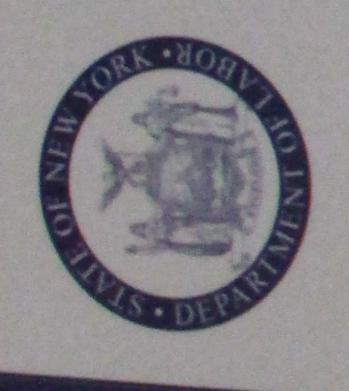
400 Oak Street

State Office Building Campus

Albany, NY 12240

(518) 457-2730

(516) 794-8195



New York State Department Of Labor Conspicuously Post (

ATTENTION EMPLOYEES

(ATENCIÓN EMPLEADOS)

MINIMUM WAGE INFORMATION (INFORMACIÓN SOBRE EL SALARIO MÍNIMO)

Effective 12/31/1

d years of age.

\$8.75

A partir 31,

Pago por horas extras

Overtime Rate

secompations, employees must be week at 1½ times their hourly rate of pay. card oversions after 40 hours of work in a For residential employees, the overtime rate applies after 44 hours.

Tips

toward the minimum wage for tips earned. A specified allowance may be credited

Meals and Lodging

A specific credit may be granted toward the Confidentialum wage for meals and/or lodging

armidad hy the amployer

que residen en el sitio de trabajo, deben recibir una tarifa regular por hora cuando las horas trabajadas la mayoría de puestos laborales, los empleados exceden las 40 horas semanales. Los empleados paga de tiempo y medio de su tarifa regular por deben recibir una paga de tiempo y medio de la hora en exceso de 44 horas semanales 田

Propinas

Se puede acreditar al salario mínimo una cantidad específica por las propinas ganadas.

Comidas y Alojamiento

Se puede acreditar una cantidad específica al DS0007276

EXHIBIT I



New York State Department of Labor Division of Labor Standards

TIP APPROPRIATION

SECTION 196-d OF THE NEW YORK STATE LABOR LAW

Section 196-d. <u>Gratuities</u>. No employer or his agent or an officer or agent of any corporation, or any other person shall demand or accept, directly or indirectly, any part of the gratuities, received by an employee, or retain any part of a gratuity or of any charge purported to be a gratuity for an employee. This provision shall not apply to the checking of hats, coats or other apparel. Nothing in this subdivision shall be construed as affecting the allowances from the minimum wage for gratuities in the amount determined in accordance with the provisions of article nineteen of this chapter nor as affecting practices in connection with banquets and other special functions where a fixed percentage of the patron's bill is added for gratuities which are distributed to employees, nor to the sharing of tips by a waiter with a busboy or similar employee.

FOR MORE INFORMATION, CALL OR WRITE THE NEAREST OFFICE OF THE DIVISION OF LABOR STANDARDS, OF THE NEW YORK STATE DEPARTMENT OF LABOR, LISTED BELOW:

Albany District State Office Campus Bldg. 12, Room 185A

Albany, NY 12240 (518) 457-2730

Buffalo District 65 Court Street Room 202 Buffalo, NY 14202 (716) 847-7141 **Binghamton District**

Sub-District 44 Hawley St. Room 909 Binghamton, NY 13901

(607) 721-8014

Rochester Sub-District 109 S. Union Street Room 318 Rochester, NY 14607 (585) 258-4550 **New York City District**

75 Varick Street 7th Floor New York , NY 10013 (212) 775-3880

Syracuse District

333 East Washington Street Room 121 Syracuse, NY 13202 (315) 428-4057 Garden City

400 Oak Street Suite 101 Garden City, NY 11530-6551 (516) 794-8195

White Plains District

120 Bloomingdale Road White Plains, NY 10605 (914) 997-9521

DOL WEBSITE HOMEPAGE www.labor.state.ny.us